

UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF NEW YORK

----- X  
ELSA GULINO, MAYLING RALPH, PETER WILDS, :  
and NIA GREENE, on behalf of themselves and all others :  
similarly situated, : 96 Civ. 8414 (KMW)

Plaintiffs, :

- against - :

THE BOARD OF EDUCATION OF THE CITY SCHOOL :  
DISTRICT OF THE CITY OF NEW YORK, :

Defendant. :

~~**PROPOSED**~~  
**JUDGMENT**  
**FOR**  
**NANCY**  
**CRUZ-GARCIA**

----- X  
WHEREAS, the Court certified a remedy-phase class of Plaintiffs (*See Gulino v. Bd. of Educ. of the City Sch. Dist. of the City of N.Y.*, Opinion and Order, No. 96-cv-8414, [ECF No. 386]), and Nancy Cruz-Garcia (“Claimant”) is a member of that class and submitted an individual demand for damages on July 26, 2018;

WHEREAS, the Court appointed a Special Master (*See* May 20, 2014 Order of Appointment, [ECF No. 435]; November 12, 2014 Second Amended Order of Appointment, [ECF No. 524]) to hear, among other things, demands for damages;

WHEREAS, the Special Master held hearings on November 1, 2018, November 9, 2018, November 15, 2018, November 20, 2018, December 13, 2018, December 19, 2018, January 9, 2019, January 24, 2019, January 30, 2019, February 5, 2019, February 14, 2019, February 20, 2019, March 7, 2019, March 12, 2019, March 19, 2019, April 3, 2019, April 12, 2019, May 2, 2019, May 9, 2019, May 17, 2019 and October 17, 2019, with respect to Ms. Cruz-Garcia’s demand for damages and Defendant’s objections;

WHEREAS, the Special Master made, and the Court adopted, Classwide Conclusions of Law, [ECF Nos. 999, 1008];

WHEREAS, the Board of Education of the City School District of the City of New York (“BOE”) and Plaintiffs entered into, and the Court so ordered, a Stipulation of Classwide Facts & Procedures, [ECF No. 1009];

WHEREAS, the BOE and Plaintiffs entered into, and the Court so ordered, a Fourth Supplemental Stipulation Concerning Admissibility of Exhibits, which attached a Fourth Supplemental Index of Exhibits (collectively referred to as the “Classwide Exhibits”) filed with the Court, [ECF No. 4645];

WHEREAS, the Special Master made Findings of Fact and Conclusions of Law for Nancy Cruz-Garcia, annexed hereto as Exhibit 1, that he recommended the Court adopt;

WHEREAS, the Special Master recommended, and the parties agreed with the Special Master's recommendation, that the Court certify this judgment as final and appealable pursuant to Federal Rule of Civil Procedure 54(b);

IT IS HEREBY ORDERED, ADJUDGED, AND DECREED that the annexed Findings of Fact and Conclusions of Law for Nancy Cruz-Garcia (Exhibit 1) are adopted;

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED that Ms. Cruz-Garcia will have judgment against the BOE as follows:

1. Backpay in the amount of \$162,267;
2. Tax-component award in the amount of \$19,066;
3. LAST Fees in the amount of \$749;
4. ASAF account award in the amount of \$33;
5. CAR Day award in the amount of \$2,105;
6. Pre-judgment interest calculated to be \$18,503; and
7. Pension-related relief pursuant to the terms of the Court's Order dated December 17, 2018 (Pension Stipulation & Order, [ECF No. 1014]).

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED that Ms. Cruz-Garcia will be entitled to the following non-monetary relief:

1. The BOE is ordered to amend its internal service, salary, payroll, and human resources systems as follows:
  - a. Incorporate the findings of fact contained in the "Pension Damages" section, Section II(E) of Exhibit 1;
  - b. Incorporate Ms. Cruz-Garcia's counterfactual monthly service history, as listed on Exhibit B to the Findings of Fact and Conclusions of Law for Nancy Cruz-Garcia; and
  - c. Incorporate the findings of fact contained in the "Retroactive Seniority Adjustment" section, Section II(G) of Exhibit 1.

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED that the Court adopts the Special Master's recommendation that this judgment be certified as final and appealable pursuant to Federal Rule of Civil Procedure 54(b) and expressly determines that there is no just reason for delay for the reasons stated in the Special Master's Report and Recommendation.

This Judgment Entry is certified and entered by the Court pursuant to Rule 54(b) of the Federal Rules of Civil Procedure.

Dated: 4/30/20

ENTERED:

/s/ Kimba M. Wood